

**Frequently Asked Questions
about
Central Region
Psychiatric Hospital**



Updated 12/15/05

This “frequently asked questions” (FAQ) will try to give you answers to general and specific questions on the new Central Region Psychiatric Hospital now under construction. This update was completed in December 2005. We plan regular updates.

Why is North Carolina building a new psychiatric hospital instead of fixing the ones they have?

Frankly, it would cost more money to fix the hospitals than it would take to build a new one. Both hospital buildings are old and outmoded. In fact, John Umstead Hospital was originally built during the Second World War as a U.S. Army facility. It was purchased from the federal government and first admitted patients in 1947. Dorothea Dix is even older. Its first patient was admitted in 1856. Most of Dix’s buildings were built prior to World War II. A 2000 study determined that it would cost the state more than \$160 million just to bring the current hospitals up to code.

What is the name of the new hospital?

Right now, the new hospital is being called the Central Region Psychiatric Hospital. It may have a new name sometime in the future but as of December 2005, it does not.

How much does the new hospital cost?

The hospital’s projected construction cost is \$108,359,937.

Where is the Central Region Psychiatric Hospital located?

It is being built in the town of Butner, which is located in Granville County. It is located approximately 30 miles from Raleigh, 15 miles from Durham, and 29 miles from Henderson. The

hospital is located on land in between Central Avenue and Veasey Road in Butner.

How big is the new hospital?

The hospital will have 488,500 square feet, or approximately 11 acres of floor space – it will be three stories high, 1,050 feet long and 400 feet wide. To put it in perspective, the new hospital will be about as long as 3-1/2 football fields. And this is only the size of the building. If you include, the parking lot and adjacent grounds and buffer zones, the hospital will cover 53 acres.

Who designed the new hospital?

It was designed by The Freelon Group, a North Carolina-based architectural firm based in the Research Triangle.

Who is building the hospital?

R.N. Rouse and Company, Inc., a North Carolina-based construction firm headquartered in Goldsboro.

How many people will the new hospital serve?

The hospital will serve more than 3 million people in 26 counties in the central region of the state.

How many people can the hospital serve at one time?

Hospitals don’t think in terms of people but in number of beds. The new hospital will have 432 beds.





I keep hearing that admissions are rising well above the 432-bed capacity. What's going to happen to those extra people needing services?

We are well aware that admissions have been rising all across North Carolina. We are already making plans for a temporary overflow unit with a 100-bed capacity.

What if admissions are higher than that?

The overflow unit is being designed to be able to adjust the number of beds to fit the need.

How long will this unit be in operation?

The overflow unit is being designed strictly as a temporary measure and is not expected to be open indefinitely. We expect it to be in use at the time of the new hospital's projected opening in January 2008.

Where will it be located?

It will be located in already existing facilities on the Umstead campus.

Why don't you use Dix facilities for the overflow unit?

The new hospital is in Butner. The overflow unit is strictly for the use of the new hospital and needs to be adjacent to that facility.

How many people will work at the new hospital?

Right now, we expect that the new hospital will employ at least 1,100 employees. In addition, we will need staff to care for patients in the

overflow unit. The number of patients in the overflow unit will dictate the number of staff needed.

Can I get a job at the new hospital?

Current Dix and Umstead employees will have first preference for jobs at the new hospital. If there are other vacancies, job listings will be posted at the DHHS Human Resources webpage at www.dhhs.state.nc.us/humanresources; the Office of State Personnel webpage at www.osp.state.nc.us; as well as the HR offices at both Dix (919-733-5427) and Umstead (919-575-7211) hospitals. Eventually, the new hospital will have its own website and HR contacts but as of December 2005, it is too early to have them in place now.

How will new employees be chosen for positions at the new hospital?

The simplest answer is that we will be following state and Department reduction in force (RIF) procedures. The rule of thumb for RIF is that permanent position employees receive priority over temporary, time-limited or probationary employees. Seniority is the second highest preference followed by "relative efficiencies," which is an HR term that means how well you performed on your previous 12-month evaluation and any formal disciplinary actions from the preceding 12 months. Specifics on the DHHS RIF policy and a copy of that policy is located at http://info.dhhs.state.nc.us/olm/manuals/dhs/pol-50/man/Pol4_RS_Reduct1.htm.

Yes, but can I expect to have a job at the new hospital?

The best answer we can give you as of December 2005 is that we expect that – between some people choosing to retire, natural job turnover and some people choosing not to work at the new hospital – anyone currently employed at either Dorothea Dix or John Umstead will have a job at the new hospital. It may not be the exact same job, but it will be a job for which you are qualified.

What is the first step in hiring for the new hospital?

The new hospital's executive management team and key midlevel managers must represent the best of the best. Both Dix and Umstead have had strong leadership and we want to ensure that is the case at the new hospital. The top 20-25 executive and midlevel management positions will be advertised to Dix and Umstead employees only. This group will be selected early in the staffing process of the new hospital as these executives and managers will steer the opening and staffing of the facility. Applications for these positions will be accepted from any qualified current employee, not just those who may currently hold similar positions at either hospital. Both the chief physician and chief nurse on each unit/service will also be selected from an applicant pool from Dorothea Dix and John Umstead Hospital.

There will be one exception to this policy – a national search will be conducted for the clinical director.

Will I have to apply for a job at the new hospital?

Yes, everyone will have to apply for positions at the hospital. HR personnel will be assisting employees to fill out the necessary paperwork

and we will be asking employees to list out their top three choices of unit and shift. We expect the majority of people will get either their first or second choice of job assignments.

How can people at Dix Hospital in Raleigh realistically compete for jobs with Umstead Hospital employees when Umstead employees are already in Butner?

We are committed to providing a fair and equitable hiring process for the new hospital.

NO ONE at any location is guaranteed a job because of where they may or may not be located. In a relatively few cases, there may only be one person who applies for a particular job but those positions are few in number.

When will I have to apply?

Don't worry about that yet. We're still working on the process. But be advised that the department has representatives from both the State Employees Association of North Carolina (SEANC) and U.E. 150 serving on all committees to get feedback, advice and input from frontline employees as we go forward with this process.

When will the new hospital open?

Construction began in April 2005. At present, we are projecting that construction will be completed in the summer of 2007. It will take several months after completion to transfer patients and operations to the new facility. Right now, we are projecting that it will take approximately 90 days to do most of the transition once the hospital is ready to admit patients, so we are projecting that this will be complete by January 2008.

What will happen to Dorothea Dix Psychiatric Hospital in Raleigh and John Umstead Psychiatric Hospital in Butner?

The new hospital will replace both of these facilities. Both hospitals will be phased out and closed.

